



Dunoon ELC

Equal Opportunities Policy

This policy was adopted at a meeting of:

Dunoon Early Learning and Childcare

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On May 2025

Signed: Rachael Bryant

Designation: Principal Teacher

Statement of Purpose

The UN Convention on the Rights of the Child



Article 2 (non-discrimination)

Article 12 (respect for views of the child)

Article 19 (protection from violence, abuse and neglect)

Article 28 (right to education and discipline in schools must respect children's dignity and their rights)

At Dunoon Primary School ELC we strive to create an environment where children feel safe, comfortable and at home, whilst promoting healthy growth and physical development. Dunoon Primary School ELC has a duty of care to ensure that all children who attend settings are Safe, Healthy, Active, Nurtured, Achieving, Respected, Responsible, and Included as set out by the national policy document Getting it Right for Every Child (2006). The Equality Act (2010) , and subsequent revisions, makes it illegal to discriminate against a person on the grounds of their race or ethnicity, their disability, gender or sexual orientation, their age or religion.

Child's Experience

Dunoon Primary School ELC will exercise due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. This will include both direct and indirect discrimination. All children in the nursery will be respected and their individuality and potential recognised, valued and nurtured. All activities will be developed and made available in a way that offers all children the opportunity to develop in an environment free from prejudice and discrimination - this means that there will be no activities exclusive for girls/boys or children of any race, or children excluded due to their needs. Staff will foster relationships with children that respect and appreciate their individuality, needs, culture and approach. Staff will always communicate with and about children in a respectful and positive way. Dunoon Primary School ELC will, where possible, meet the needs of all children by putting in extra support such as language interpreters, educational support or physical adjustments to the environment. For more information, see Dunoon Primary School ELC's additional needs policy. Dunoon Primary School ELC will take the approach of learning from its own community - for example where a child is experiencing a festival or important event in their home life, Dunoon Primary School ELC staff will work in partnership with the family and child to learn and appreciate this and bring the experience into nursery for others to celebrate alongside the child.

Family's Experience

Dunoon Primary School ELC will encourage the involvement of parents by making them welcome and by respecting the differences in families, their language and culture, and by supporting them to contribute in a meaningful and authentic way. Dunoon Primary School ELC will ensure that systems are in place to allow all parents with a physical disability to access the service. Where language, hearing or speech impairment present barriers we will use interpreters and signers as appropriate. We will use a variety of communication approaches in order to reach all parents. We will be sensitive to any parent with limited reading skills that impact on form filling and understanding written communications, and will support them in a manner that preserves their dignity. Translations will be used where possible. Welcome packs will be translated into key languages spoken within the setting. English speaking parents who have a home language that is not English may be asked to pass non-confidential information to others who share their home language, or to act as interpreters in suitable situations. A varied time, place and manner in which meetings are conducted will ensure that all families are enabled to attend, contribute and have equal opportunity to be involved in the running of the setting.

Staff's Experience

Decisions about recruitment and selection, promotion, training and any other benefit will be made objectively and without unlawful discrimination. All job applicants and others (such as volunteers, third party workers) will be treated fairly and will not be discriminated against on any grounds. Dunoon Primary School ELC will be proactive in seeking to minimise any restrictions or limitations staff may experience due to disability. We will put appropriate support mechanisms in place and where possible will make any necessary adaptations. Dunoon Primary School ELC hosts a proactive and responsive Bullying policy to support staff who may be experiencing direct or indirect discrimination to report their concerns for investigation.

Health and Social Care Standards:

1.1 I am accepted and valued whatever my needs, ability, gender, age, faith, mental health status, race, background or sexual orientation.

1.6 I get the most out of life because the people and organisation who support and care for me have an enabling attitude and believe in my potential.

3.12 I can understand the people who support and care for me when they communicate with me.

National Policy

The Equality Act (2010) UK Legislation Last Updated: January 2024